

REPORT

of

Executive Officers—Executive
Council—Departments

and

Standing Committees

of the

MASSACHUSETTS
STATE LABOR COUNCIL
AFL-CIO



Twenty First Convention
November 1, 2, 3, 1978

BOSTON, MASSACHUSETTS

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DEPARTMENTS

William A. Cashman *Legislative Director*
John A. Callahan *COPE Director*
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Executive Officers' Report

To The Officers and Delegates to the Twenty-First Annual Convention of the Massachusetts State Labor Council, AFL-CIO.

GREETINGS:

As we convene for this Twenty-First Annual Convention we can look back on a year which — in spite of some rather questionable events and unexpected developments — leaves us with the feeling that we have been held practically at a standstill in our quest for implementation of organized labor's major goals.

Here in Massachusetts, as well as in any other part of the country, we in organized labor still believe that every man or woman willing and able to work is entitled to a job — not as a privilege but as an inalienable right if he or she is an American citizen. That is perhaps the most important of all labor's major goals, full employment.

As this report is being prepared to meet a printer's deadline, it may be that by the time you read this Congress will have taken some positive action on the Humphrey-Hawkins full employment bill, which has had the full support of organized labor since it was first proposed. The bill, which would commit the Administration and the Congress to developing a program designed to reduce the unemployment rate to 4 percent or less within five years, was passed by the House of Representatives in March. The ultimate target for adult unemployment, as written in the bill, would be 3 percent. As this is being written, however, the Senate has not yet acted on it.

In trying to boost up public confidence, it is well known the government has a well-intentioned knack for releasing slightly distorted figures relating to the unemployment rate. In August, for instance, when the Bureau of Labor Statistics announced a drop to 5.9 percent in the unemployment rate, the AFL-CIO estimated the jobless rate at 8.5 percent.

Other major issues in which labor had much at stake during the past year included inflation, labor law reform, job safety, national health insurance, tax cuts and energy. Ultra-conservatives, of course, as they always have, are blaming the unions for the failure of government to control inflation. The working people are not being fooled by these anti-union individuals or groups. The truth is that every wage increase won by the unions have failed to enable working men and women to hold its own in foreign markets, it is even worse on the American markets. And while American consumers find the dollar depreciating day after day, the profits of the bosses are forging ahead steadily. You don't have to be an economic expert to figure out that it is neither reasonable wage increase demands nor necessary government spending that causes uncont rolled inflation but that it is more likely the unrestricted grab for higher and higher profits by

the big corporations and the multinationals.

As for labor law reform, the 95th Congress proved to be a big disappointment. On job safety, the Senate-passed Bartlett amendment to the Small Business Investment Act is designed to weaken the effectiveness of OSHA and jeopardize the health and safety of men and women who have to work for small business — and efforts are continuing to weaken the law for all businesses. Definite action on national health insurance appears to be as far away as it was when first talked about. And the long-awaited tax cuts are still being drafted with an intent to benefit the higher-income taxpayers who know how to squeeze through loopholes rather than the honest low-income majority of taxpayers.

By the time you read this report, our biennial COPE Endorsement Conference will already have been held and all affiliated locals will have been advised of the results. This Convention will, of course, discuss the proposed endorsements for ratification. The thing to remember, however, as you read this, is that it is the issues and the challenges we face that demand our utmost consideration. And we must remember also that our individual votes this year could very well be the most significant we have ever cast.

Here in Massachusetts, particularly, we will find ourselves with eighty fewer legislators representing our people in the lower branch of the General Court. We will have new leadership in a State Senate that saw three of its forty members jailed during the past two-year session, which left an aura of disgust and suspicion hanging over the heads of others in that august body. And the September primaries left a lot of us wondering as to what sort of Chief Executive will guide our ship of state during the coming four years.

We advise you strongly to take the time to read carefully the report in these pages of our COPE and Education Director, John A. Callahan, and of our Legislative Director, William A. Cashman. These two reports are the best guides for the discussions that will take place at this Convention and for what we will be expected to do immediately after the Convention adjourns. Other reports in this book will also help you get a clearer view of the activities of this Council during the past year.

In closing this report, let us remind you once again that organized labor must show its full strength at the polls this year and that the vote you cast on November 7 could very well determine how much longer working people will have to wait to get their fair share of the benefits generated by the scientific and technological progress made in America during the past few decades.

And now we want to thank all vice presidents of the Council, our office staff, the officers and members of all our affiliated locals and of the regional and area councils for the cooperation and understanding they have given us throughout the year.

Respectfully Submitted

William J.P. Cleary, *President*
James P. Loughlin, *Secretary-Treasurer*
Arthur R. Osborn, *Exec. Vice Pres.*
John W. Prendergast, *Exec. Vice Pres.*



Report of Secretary-Treasurer

To the Officers and Delegates of the Twenty-First Annual Convention and of the 1978 biennial COPE Endorsement Conference of the Massachusetts State Labor Council, AFL-CIO.

GREETINGS:

This report is submitted to this Convention in accordance with Section 3, Article VI, of the Constitution of the Massachusetts State Labor Council, AFL-CIO. All details of the financial status of the Council for the last fiscal year, which ended June 30, 1978, will be found in the Audit prepared by the firm of M.G. Sherman & Co. of Boston, which appears in the last pages of this Report book.

You will note that we have survived fairly well despite the fact that inflation affected us as much as any other organization or enterprise which has to strive to balance income and outgo and continue to operate efficiently. And also despite the fact that continuing high unemployment still takes its toll of the memberships of our affiliated local unions and consequently of the revenue of this Council.

However, I would focus your attention on the Balance Sheet in the Audit, where the COPE funds are separated from the General funds, because organized labor in Massachusetts, even as you read this, is actually participating in the most complex and historic Congressional election ever to occur in the Bay State, and our COPE fund becomes our most important asset at this time.

In the reports prepared for this book by our COPE and Education Director, John A. Callahan, you will find details of how this organization intends to put its best foot forward in this election but I would like to make a few comments on its importance and what it can mean for the working people, not only of Massachusetts but of the entire country.

One of the historic aspects of the election here in Massachusetts is the fact that our House of Representatives will be cut down in membership by one-third – from 240 to 160 members – which means that the constituency of each State Representative will henceforth be increased by approximately one-third. In other words, if the population of the Commonwealth was divided about equally among the 240 districts, each State Representative up to now was speaking for about 8,000 more people. Only time can tell us whether that will be better for the fewer members of the House or for the people they represent. There is only one thing that is almost certain – and that is that with eighty fewer legislators' and their staffs' salaries to pay, the taxpayers of the state

should benefit.

This cut in the House membership did create some complications for us, some of which were of course resolved in the primary election. For instance, there were thirty-four primary contests in which two former colleagues in the House were pitted one against the other. In such cases, labor in the districts could not very well pledge its support to any one contestant if both candidates happened to have good labor voting records.

Among other things which created complications for us in this election year was the many accusations and allegations of unethical or outright dishonest behavior hurled at far too many of our representatives in the legislative halls. Although we must not avoid open discussion of these unhappy revelations, we must definitely avoid passing final judgement until all duly authorized commissions or the courts have determined the guilt or innocence of the accused.

In 1976, of the 119 candidates we endorsed for the State's Senate and House of Representatives and for Congress, 112 were elected or re-elected. In only seven contests did we fail to get our choice elected. And we played a major role in getting 81 percent of the voters of Massachusetts to go to the polls. There is no question also that what we did here in Massachusetts helped in a big way to get the Carter Administration installed in the White House.

So are we asking too much if we expect the people we went all out to put in office to reciprocate at least by acknowledging the trust we expressed with our endorsements and, more important, by making serious efforts to implement fully the campaign promises they made to the people?

After nearly two years, we are still waiting for inflation to be put under control, for unemployment to be substantially reduced, for national health insurance to be enacted, for meaningful tax relief to become a reality, for crime in the streets to be scaled down or wiped out altogether, and for government reforms that will effectively prevent the recurring scandals that have already caused too many Americans to lose faith and confidence in our form of government, which should still be the best in the world.

When we go into the COPE Endorsement Conference during this Convention, let us all scrutinize the issues as well as the candidates who seek our support. And let's remember that organized labor in Massachusetts, as well as in every state in the country, is still the most potent force for progress and stability in the economic and social life of the nation. And let us remember also that our strength as an organization is a matter of numbers and solidarity. Every local union and district council throughout the state must work as one through affiliation with this Council. There is certainly no doubt at this time that we will need all of our strength in the next few years.

In closing this report, I want to thank all of the officers of this Council, all of our department directors and secretaries, as well as all officers and members of our affiliated local unions for their consideration and cooperation throughout this past year.

Respectfully submitted,

James P. Loughlin, *Secretary-Treasurer*



DEPARTMENT REPORTS

REPORT OF THE LEGISLATIVE DEPARTMENT

BY: William A. Cashman, *Director*

The 1978 Session of the Great and General Court of Massachusetts was ended by prorogation in July.

The Legislative Department working with John Prendergast, chairman of the Workmen's Compensation Committee, is pleased to report that the so-called "Widow's Benefits" bill passed both Senate and State House and was signed into law by Governor Dukakis. This bill increases the benefits paid to a widow or widower to \$110.00 per week, as against the old \$55.00 per week. Although agreement was hammered out by both labor and management, it was nearly lost between the branches of government until responsible leaders of government rescued it from the House Ways and Means, mainly House Speaker Thomas McGee. Another gain in Workmen's Compensation was the increase of the burial and funeral allowances from \$1,000.00 to \$2,000.00. Also benefits can be paid from the conference level.

We are also glad to report that the final phase of the increase due to an injured employee will take effect in October of this year. The worker will receive, after October 1, 1978, 2/3rds of his average weekly wage with the total not to exceed the state's average weekly wage in manufacturing. The average weekly wage now in Massachusetts is \$199.00 per week. Information now being compiled informs us that the new figure will be nearer \$210.00 per week or more. This historic gain under Chapter 474 of 1976 further assures the injured worker that the compensation award will be automatically "triggered in" to the state's average weekly wage, instead of being negotiated every two or three years.

The Massachusetts State Labor Council was active in lobbying for the "snow unemployment" bill which assisted those unable to work due to the Great Blizzard of 1978. This bill gave money through the Unemployment system based on the number of day's lost.

We were successful in defeating once again the "Infamous Bottle Bill". This was achieved, however, by a tie vote in the Senate and I believe that the message is loud and clear that we must remain vigilant in 1979 to save the 3,000 jobs that are in this state in the Bottle and Can Industries.

We were not successful in the fight to assist the M.B.T.A. unions in the bill to restrict their collective bargaining. It was our considered opinion that the M.B.T.A. was being used as a whipping boy; and that other unions such as teachers, state county and municipal employees, police and fire, all without the right to strike, and heavily dependent on arbitration as part of their collective bargaining procedure, would be adversely affected. One other pertinent point is that for the first time something gained in collective bargaining between two parties was legislated away by the representatives of the General Court of Massachusetts.

We successfully passed legislation to have the Massachusetts minimum wage

automatically tie into the Federal increases.

The threats of big business that any increase in the minimum wage would result in an increased unemployment, particularly among teen-age employment has increased by 337,000 since the first of four minimum wage increases went into effect in January, 1978.

The 1977 amendments to the Fair Labor Standards Act raised the minimum wage to \$2.65 per hour in 1978. The minimum wage, under those amendments will rise to \$2.90 in 1979, \$3.10 in 1980 and \$3.35 in 1981.

We are proud to report that Massachusetts will, under recently signed legislation, benefit worker's immediately, instead of having to pass laws to catch up to the national standard.

We urge you to instruct your membership in the manner in which their representatives, House and Senate voted on issues affecting their livelihood.

As this is being written, intensive hard driving campaigns by individuals seeking to represent you in the Halls of Washington and Massachusetts are soliciting your support. The Massachusetts General Court will be 80 members less this next session. There will be three major fights for Congressional seats. I urge you to vote in the Primary and the Election for those men and women who respect the desires of the labor movement in Massachusetts, and the AFL-CIO in the Nation.

My sincere thanks to all the Executive Officers, and the Officers of the local Unions who assisted us at the hearings on Beacon Hill and lobbied so effectively in making the gains that were made.

I respectfully request that if your Union has legislation in mind for the 1979 Session, that you get it to us as soon as possible, with the necessary "back up" information so that we may more adequately prepare our case for you at the hearings next year.

Sincerely and Fraternally submitted,

William A. Cashman, *Legislative Director*



REPORT OF COPE AND EDUCATION DEPARTMENT

BY: John A. Callahan, *Director*

In November, 1977, at the request of National COPE a letter and credential was sent to all affiliates and members of the COPE Committee notifying them of the COPE Conference to be held on March 22, 1978, at Sheraton Boston Hotel, Boston, Massachusetts.

On January 4-5, 1978, President Wm. J.P. Cleary, Secretary-Treasurer James P. Loughlin and COPE Director, John A. Callahan attended the COPE Meeting in Connecticut regarding Computer System – Data Processing – More details and additional meetings in the future.

Your COPE Committee co-operating with New England Secretary of States Voter Registration drive – Mailing of literature dealing with Voter Registration information being sent to all affiliates.

National COPE Meeting held on Wednesday, March 22, 1978, at Sheraton Boston Hotel. National Director, Alexander Barkan addressed the delegates with a message of importance of planning for the forthcoming Congressional and Great and General Court Elections in 1978.

President Cleary gave a prognostic report for the “1978 Elections”. He also presented a projected budget for the forthcoming campaign. Governor Dukakis was one of the invited speakers and spoke in favor of the current Labor Reform Legislation.

On June 19, 1978, a letter was mailed to all member of the COPE State Committee, informing them of a meeting to be held on July 20, 1978, a letter was mailed to all members of the COPE State Committee, informing them of a meeting to be held on July 20, 1978, at Stanboro Hall, Park Plaza Hotel, Boston, Massachusetts.

The purpose of the meeting is to consider active participation in the forthcoming primary and to determine whether or not to endorse candidates at this time. In the event that positive action is taken by the Committee to participate and endorse candidates, Central Labor Councils were requested to be prepared to submit their recommendations at this meeting.

Meeting held on July 20, 1978, with 45 members present and the results were as follows:

CANDIDATES ENDORSED AT THE COPE MEETING, MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO, JULY 20, 1978.

U.S. Senate

Senator Edward W. Brooke

Lieutenant Governor

Lt. Gov. Thomas P. O'Neill, III

Attorney General

Attorney General Francis X. Bellotti

State Treasurer	State Treasurer Robert Q. Crane
State Auditor	State Auditor Thaddeus Buczko
1st Cong. District	Congressman Silvio O. Conte
2nd Cong. District	Congressman Edward P. Boland
3rd Cong. District	Congressman Joseph D. Early
4th Cong. District	Congressman Robert F. Drinan, S.J.
7th Cong. District	Congressman Edward J. Markey
8th Cong. District	Congressman Thomas P. O'Neill, Jr.
9th Cong. District	Congressman John J. Moakley
10th Cong. District	Congresswoman Margaret M. Heckler
11th Cong. District	Representative Brian J. Donnelly
12th Cong. District	Congressman Gerry Studds

Meeting held on July 25, 1978, resulted with Executive Officers approval of the following recommended endorsements: The Massachusetts State Labor Council, AFL-CIO, Executive Committee on COPE concurs in the following recommended endorsements by the Worcester Central Labor Council:

3rd Cong. District	Congressman Joseph D. Early
U.S. Senate	Senator Edward W. Brooke
State Treasurer	State Treasurer Robert Q. Crane
State Auditor	State Auditor Thaddeus Buczko
Lieutenant Governor	Lt. Gov. Thomas P. O'Neill, III

STATE SENATORS

Worcester & Norfolk	Lou Bertonazzi
1st Worcester & Middlesex	Daniel J. Foley
Worcester	Gerard D'Amico

STATE REPRESENTATIVES

7th Worcester	Kevin Maher
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11th Worcester	Leo Corazzini
12th Worcester	Thomas F. Fallon, Jr.
13th Worcester	Thomas P. White
14th Worcester	Robert Bohigian
15th Worcester	Andrew Collaro
16th Worcester	Charles Buffone
17th Worcester	Charles F. Engdahl

Meeting held on July 25, 1978, resulted in the Massachusetts State Labor Council, AFL-CIO, Executive Committee of COPE concurring in the following recommended endorsements of the North Shore Labor Council, AFL-CIO:

RE-ELECT

U.S. Senate	Edware W. Brooke
Lieutenant Governor	Lt. Gov. Thomas P. O'Neill, III
1st Essex	Sen. Walter J. Boverini
7th Essex	Rep. Michael J. Ruane
10th Essex	Rept. Timothy A. Bassett
11th Essex	Rep. Thomas W. McGee
13th Essex	Rep. John E. Murphy, Jr.

ELECT

2nd Essex	Sen. Peter C. McCarthy
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TO ALL AFFILIATES:

Dear Sister and Brother:

On September 28, 1978, the Massachusetts State COPE Committee, AFL-CIO, convened at the Park Plaza Hotel for the purpose of endorsing candidates in the forthcoming election to be held on November 7, 1978. The results of the meeting were:

ENDORSED CANDIDATES

U.S. SENATOR
Edward W. Brooke

GOVERNOR

Edward J. King

LIEUTENANT GOVERNOR

Thomas P. O'Neill, III

ATTORNEY GENERAL

Francis X. Bellotti

TREASURER & RECEIVER-GENERAL

Robert Q. Crane

AUDITOR OF THE COMMONWEALTH

Thaddeus Buczko

REPRESENTATIVES:

Congressional District No. 1	Silvio O. Conte
Congressional District No. 2	Edward P. Boland
Congressional District No. 3	Joseph D. Early
Congressional District No. 4	Robert F. Drinan, S.J.
Congressional District No. 5	James M. Shannon
Congressional District No. 6	Nicholas Mavroules
Congressional District No. 7	Edward J. Markey
Congressional District No. 8	Thomas P. O'Neill, Jr.
Congressional District No. 9	John J. Moakley
Congressional District No. 10	Margaret M. Heckler
Congressional District No. 11	Brian J. Donnelly
Congressional District No. 12	Gerry E. Studds

REPORT ON SCHOLARSHIP PROGRAM 1978

The Twentieth Annual Scholarship Award Program was conducted in all high schools throughout Massachusetts on Wednesday, April 5, 1978, and the number of students participating exceeded that of 1977 as well as an increase in the total monetary awards.

The students were asked to act as delegates at a General Convention and told to make recommendations regarding the following major areas: Inflation and Double Digit Unemployment – Reform of the National Labor Relations Act to Protect the Rights of Workers Who seek to Join a Union – Human Rights as

the Bedrock of the Carter Foreign Policy – The Right of Public Employees to Strike.

Top Award Winners of the 1978 Scholarship Program were:

John F. Kennedy Memorial Award, \$1,000.00 – Julianne Freehan of Lynn English High School in Lynn, Mass.

Francis E. Lavigne Memorial Award, \$1,000.00 – Patricia A. Sullivan of Cathedral High School in Pittsfield, Mass.

American Income Life Insurance Co. Award, \$750.00 – Jeffrey Perry of Taconic High School in Pittsfield, Mass.

Salvatore Camelio Memorial Award, \$500.00 – Patrick DeIulis of Lynn English High School in Lynn, Mass.

N.E.E.S., Mass. Electric Co. Award, \$500.00 – Carol Kirshnit of Quincy High School in Quincy, Mass.

James W. Debow Memorial Award, \$250.00 – Joseph Ketchen of Lynn English High School in Lynn, Mass.

Massachusetts State Council of Carpenters, \$500.00 for four (4) continuous years, two (2) Awards given – Dana Amendola of Braintree High School in Braintree, Mass.

Thomas G. Guiel of Granby High School in Granby, Mass.

Massachusetts State Conference of Bricklayers “John F. Tracy Memorial Award”, \$1,000.00 – Julia Eleuteri of Quincy High School in Quincy, Mass.

Judges for the examination were: Joseph P. O'Donnell, Executive Director, Harvard Trade Union Program; Franklin J. Murphy; John O'Malley, Regional Director, AFL-CIO; Jasper Grassa, North Shore Labor Council; Ethel Fohrder, Massachusetts Federation of Teachers; John J. Havey, Int'l Representative, I.B.E.W., Retired; James Little, President of Catholic Labor Guild; Frank Meyers, Staff Representative of AFL-CIO Regional Office and Rev. Edward Boyle, S.J., Associate, Institute of Industrial Relations, Archdiocese of Boston, Mass.

REPORT ON SCHOLARSHIP PROGRAM 1979

Massachusetts State Labor Council, AFL-CIO to embark on 1979 Annual Scholarship Program.

With awards ranging from \$100.00 to the John F. Kennedy Memorial Scholarship of \$1,000.00, affiliates of the Council as well as private companies have been instrumental in making possible the opportunity for students to be awarded the necessary financial assistance towards higher education.

Many of the awards are restricted to the sons or daughters of members of a

particular Union or sponsored by a member of the Union.

However, the Kennedy – Lavigne – Camelio – DeBow Memorial Awards as well as American Income Life – A.C. Lombard Sons, Inc. – N.E.E.S. Mass Electric Co. and Brands Mart Wholesale Center Awards are open to all senior students of high schools throughout Massachusetts.

NAMES OF COMMITTEE MEMBERS

Joseph P. O'Donnell, Chairman, Executive Director Harvard University Trade Union Program; John Casey, I.B.E.W., Local #545; Ethel Fohrder, Massachusetts Federation of Teachers; James R. Grande, International Union of Operating Engineers, Local #4; Erika Pineault, A.F.S.C.M.E. Local #95; Michael Tarallo, Laborers Union, Local # 22; and John A. Callahan, Director.

PROCEDURES

Participation in the 1979 Scholarship program of the Massachusetts State Labor Council, AFL-CIO, is voluntary. STUDENTS DESIRING TO TAKE THE EXAMINATION SHOULD APPLY TO THEIR HIGH SCHOOL PRINCIPAL OR TEACHERS PRIOR TO MARCH 12, 1979. Principals will forward to the office of the Director of COPE, 6 Beacon St., Boston, Mass., the number of senior students desiring to take the examination NOT LATER THAN MARCH 19, 1979. Examination papers and instruction sheets for supervising teachers will be forwarded to all participating schools.

Completed examination papers of participating students must be returned WITHIN TWENTY-FOUR HOURS after the examination is given at the high school. Each examination paper MUST BEAR THE SIGNATURE OF THE PRINCIPAL, DEPARTMENT HEAD OR THE EXAMINATION SUPERVISOR.

1. BASIS OF AWARDS: A Competitive examination dealing with "ORGANIZED LABOR IN AMERICA". (Examination to be given to applicants in local high schools under supervision on Wednesday, APRIL 4, 1979).
2. SCOPE OF EXAMINATION: History and Structure of the Labor Movement in America – Legislation affecting the American Worker – Child Labor Laws – Protection of Women in Industry – Minimum Wages – Civil Rights – Social Security – Old Age and Health Insurance – Unemployment Compensation – Workmen's Compensation – Current Labor Events.
3. Central Labor Council Area Award Winners shall be selected from the Honorable Mention List submitted by the judges. The student from the Central Council Area who rates highest shall be adjudged the winner of the Area Award.
4. Local Union Award winners will be selected from the Honorable Mention List submitted by the judges. The student complying with the local union limitation prescribed and rating highest in the examination shall be adjudged the winner of the Local Award.

CUMULATIVE AWARDS TO A STUDENT NOT TO EXCEED \$1,000.00

GOMPERS – MURRAY EDUCATIONAL INSTITUTE

The Gompers-Murray Labor Institute was conducted on May 18-19, 1978, at the Treadway Motor Inn, Chicopee, Massachusetts.

Some 225 Conferees were in attendance and a most interesting program was presented.

Moderators for the Institute were: Eileen G. Flynn, Hotel and Restaurant Workers, Local #26; Irene Lambert, Communication Workers of America, Local #1365; Corrine Zenga, I.B.E.W., Local #2313.

Prof. Donald White, Dean of Graduate School of Arts and Sciences at Boston College was the principal speaker at the Gompers-Murray Dinner and gave a most interesting and informative address.

The program included: Conferees welcomed by COPE and Education Director, John A. Callahan, and Wm. J.P. Cleary, Pres. of Mass. State Labor Council, AFL-CIO. Immediately following, a film, entitled "New Right" was shown. Panelists for the morning session were: Daniel J. Sullivan, Regional Rep. of U.S. Dept. of Labor and Joseph W. Kane, Counselor, Dept. of Labor and Industries.

Luncheon speakers were Frank Meyers, Staff Rep. of Regional AFL-CIO and Rev. Fr. Mortimer H. Gavin, S.J., Director of Institute of Industrial Relations, Archdiocese of Boston, Mass.

The afternoon panelists were: Prof. John Stamm, Economist from Babson College; Timothy F. Cleary, Chairman of O.S.H.A.; and James P. Loughlin, Secretary-Treasurer, Mass. State Labor Council, AFL-CIO.

The Gompers-Murray Dinner was held on Thursday Evening, preceded by a social hour poolside.

The Annual Gompers-Murray Award was given to Congressman Joseph D. Early of the 3rd Congressional District. The Mass. State Labor Council Merit Award was given to Franklin J. Murphy, retired Regional Director of the AFL-CIO.

Friday Morning Session included a showing a film "Hubert H. Humphrey", followed by panelists, John A. McCart, Exec. Dir. of Public Employees Division, AFL-CIO; Nicholas Roussos, Commissioner of Labor and Industries; Attornies Lillian Levine and Joseph Buttner of Judge Bernard Cohen's office, speaking on Workmen's Compensation; Rev. Fr. Edward J. Boyle, S.J., Associate of Institute of Industrial Relations, Archdiocese of Boston, Mass.

Finalization was given by Joseph P. O'Donnell, Director of Trade Union Program and Chairman Education Committee Mass. State Labor Council, AFL-CIO.

REPORT ON HARVARD TRADE UNION PROGRAM 1978

The Harvard Trade Union Program interviews were held on April 2, 1978, at the office of the Massachusetts State Labor Council, AFL-CIO. Conducting the interviews were: Joseph P. O'Donnell, Executive Director, Harvard Trade Union Program; Ethel Fohrder, Massachusetts Federation of Teachers and Michael J. Daly, Executive Deputy Commissioner, Commonwealth of Massachusetts, Department of Education.

Those selected were: Richard Branson, M.B.T.A., Local #589; Michael O'Connor, N.A.L.C., Local #34; Joseph Faherty, Utility Workers, Local #387; and Richard Gill, V.P., Mass. State Labor Council, AFL-CIO.

There are two Fellowship Awards: The Robert J. Watt Fellowship and the Harvard Trade Union Alumni Memorial Fellowship. The first was established as a permanent yearly fellowship at the 61st Convention of the Former Massachusetts Federation of Labor to perpetuate the memory of Robert J. Watt, who as Secretary-Treasurer of the Federation, had urged the establishment of a program at Harvard University for the training of trade unionists in administrative and executive fields, which eventually culminated in the establishment of the Harvard Trade Union Program. The winner of the Fellowship attends the Fall session of the Program starting in September.

The second Fellowship is dedicated to the memory of outstanding leaders of the trade union movement in Massachusetts who themselves believed in training the leadership of local unions so that they, in turn, could enlighten the membership of their organization. The winner of this Fellowship attends the Spring session, which starts in February.

The two fellowships are equal in value and opportunity. Recipients of each fellowship receives an honorarium of \$2,500.00 to cover expenses of tuition, meals, books, medical and other required fees. The remainder will offset, in part, loss of wages during the 13 week class that the fellow has to attend at Harvard University.

The purpose of the program is to extend to trade unionists the same basic type of training for administrative responsibility which is available to men in public service or in private industry.

Subjects taught in the trade union course include: Problems in Labor Relations, Economic Analysis, Labor Law and Arbitration, Trade Union Administration, Organization and Contemporary Problems, Wage Administration and Benefit Programs, American Labor History and International Labor Affairs and Trade Union Communication. In addition to the two Fellowships, the Alumni Association on occasion award additional.

HOW TO APPLY

(a) Applicants shall prepare papers summarizing their respective background and experience in the Trade Union Movement.

(b) Applicants must designate the manner in which they intend to apply the training received.

(c) Application must be accompanied by a letter from the President of the Local Union or Central Body in which the participant is a member or delegate in good standing.

(d) Each applicant must appear before the Advisory Board for a personal interview. The personal interview will be held by the Advisory Board on April 2, 1979.

As to who may apply, every trade unionist is offered the opportunity to qualify for the training offered in the fellowship program provided that he or she is a member of a local union affiliated and in good standing with the Massachusetts State Labor Council, AFL-CIO. No specific educational qualifications are required. The University is primarily interested in having the unions send men and women of intelligence and practical experience, who are dedicated to the labor movement and who expect to spend their careers in its service.

For information relative to the course, write or call: Joseph P. O'Donnell, Executive Director, Harvard University, Trade Union Program, Sherman Hall, Boston, Massachusetts, 02163, Telephone: 495-6468.

Applications must be submitted prior to March 23, 1979 and sent to the attention of John A. Callahan, Department of COPE and Education, Massachusetts State Labor Council, AFL-CIO, 6 Beacon St., Room 720, Boston, Massachusetts, 02108.



LABOR LAW DEVELOPMENTS DURING PAST YEAR

BY: Robert M. Segal, *Counsel for Mass. State Labor Council, AFL-CIO*

1. Introduction

The failure to pass the "Labor Reform Act" marked the most important development in the labor law field during the past year. In the Courts, labor also suffered several defeats although several decisions were favorable. On a federal level, the U.S. Supreme Court handed down 21 labor law decisions but only six of these were in labor relations field while over half of the cases were in the employment discrimination area. On a state level, the Supreme Judicial Court of Massachusetts handed down eight major labor law decisions.

2. U.S. Supreme Court

Of the six labor relations law decisions *NLRB v. Iron Workers, Local 103 (Higdon Contracting Co.)*, 98 S.Ct. 651 (1978) is of major importance to the building trades. The Court held that picketing by a minority unit to enforce a pre-hire agreement violates the ban on recognition picketing proscribed by Section 8(b) (7) (C) of the Act. Further, a contractor will not be guilty of a refusal to bargain with a union when it refuses to abide by a pre-hire agreement unless the union can demonstrate its majority status in the appropriate bargaining unit. This decision will help to promote more "double breasted" companies in the construction trade and severely limits the utility of pre-hire agreements.

In *Sears Roebuck & Co. v. Carpenters*, 98 S. Ct. 1745, 98 LRRM 2282 (1978), the Court upheld a state court injunction of peaceful picketing on private property (privately owned walkways next to the store and on the nearby parking lot) even though the picketing was arguably protected under Section 7 and arguably prohibited under Section 8 of the Act. The Court held that the state trespass law was not preempted by the federal labor law. To minimize this result, unions may have to file charges with the Board prior to action in the state court.

In *ABC v. Writers Guild of America West*, 98 LRRM 2705, 46 U.S. L.W. 4744 (1978), the Court in a 5-4 decision upheld the NLRB's finding that the Guild violated Section 8(b) (1) (B) of the Act by disciplining (fining) supervisory employees who were members who crossed a picket line to perform only supervisory work including adjustment of grievances. In the Court's view, the threat of sanctions by the union against employees who worked as supervisors (as producers, directors and story editors) as well as writers would cause them to abandon their supervisory duties and join the strike, thereby depriving the employer of its grievance adjusters and effective representation.

In several cases, however, the unions prevailed. In *Eastex Inc. v. NLRB*, 98 LRRM 2717, 46 USLW 4783 (1978), the Court held that the distribution by the union of a newsletter discussing proposed right to work laws and a minimum wage veto was protected activity under Section 7 of the federal labor law. The employer was found guilty of violating Section 8(a) (1) when it

refused to allow the union to distribute its pamphlet in non-working areas during non-working time. The Court held that the union's actions were within the "mutual aid and protection" clause of the Act. In *Beth Israel Hospital v. NLRB*, 98 LRRM 2727, 46 U.S.L.W. 4764 (1968), the Court held that a hospital violated the Act by enforcing a rule which prohibited distribution and solicitation during non-working time in the hospital cafeteria which was rarely used by patients.

Finally in *Malone v. White Motor Co.*, 98 S. Ct. 1185, 97 LRRM 3147 (1978), the Court by a 4-3 decision found no preemption under the federal Welfare & Pension Plan Disclosure Act and allowed the Minnesota pension law to apply to a terminated pension plan. The significance of this decision has been nullified by ERISA, which supersedes the Disclosure Act and expressly provides for preemption of state law in the pension and welfare fields.

Several other federal decisions should be mentioned. In *Marshall v. Barlow's Inc.*, 98 S. Ct. 1816 (1978), the Court held that OSHA inspectors must have a court warrant to make inspections. In *NLRB v. Robbins Tire & Rubber Co.*, 98 LRRM 2617 (1968), the Court ruled that the NLRB is not required to release witness statements prior to the NLRB hearing. In *City of Los Angeles v. Manhart*, 17 F.E.P. Cases 395 (1978), the Court held that a public employer violated Title VII of the Civil Rights Act of 1964 by requiring female employees to make larger contributions to the pension fund than male employees, all of whom received equal monthly benefits. In *Regents of the University of Calif. v. Bakke*, 17 FEP Cases 1000 (1978) the Court held that voluntary racial quota systems cannot be imposed by governmental co-educational institutions consistent with the 14th Amendment but race conscious affirmative action measures not amounting to preferential classifications based on race are lawful. In *Furnco Construction Corp. v. Waters*, 17 FEP Cases 1062, the Court ruled that an employer must be given an opportunity to introduce statistical evidence to rebut a prima facie case of race discrimination. Finally in *Hicklin v. Orbeck*, the Court held that the "Alaska hire" statute violated the privileges and immunities clause of the U.S. Constitution by discriminating against non-residents.

3. Supreme Judicial Court of Massachusetts

Six of the Supreme Judicial Court's decisions involved public sector employees while two of its decisions concerned private sector issues previously considered by the U.S. Supreme Court.

In *Ghiglione v. School Committee of Southbridge*, 78 A.S. 2150, 378 N.E. 2d 284 (1978) the Court held that a grievance hearing came within the collective bargaining exception to the open meeting law, G.L. c. 39 SS23A-23C. Although the open meeting law generally requires that meetings of elected officials must be open to the public, the Court's decision means that a grievance hearing pursuant to a collective bargaining agreement may be closed to the public.

Contempt citations against leaders of the Boston Teachers Union were upheld in *Labor Relations Commission v. Boston Teachers Union*, 77 A.S. 2738, 371 N.E. 2d 761 (1977). The Court found that the union leaders had failed to take steps to dissipate the effects of a strike vote which they had encouraged

prior to the Superior Court's order. By their inaction the leaders were found in contempt of the order. In addition, the Court held that, under G.L. c. 150E a union has the capacity to sue or be sued. Accordingly, the Court upheld fines against both the individuals and the union.

In *Labor Relations Commission v. Board of Selectmen of Dracut*, 78 A.S. 657, 373 N.E. 2d 1165 (1978) the Supreme Judicial Court upheld the jurisdiction of the Superior Court to order the Dracut selectmen to hold a special town meeting for the purpose of voting on articles necessary to the implementation of a previously negotiated collective bargaining agreement. The Court held that the successors to the selectmen who had negotiated the agreement could not be required to publicly support it. The Court further held that once a town meeting had taken the necessary actions to implement the agreement and had created vested contractual rights it could not subsequently rescind those actions.

In *School Committee of West Springfield v. Koburt*, 77 A.S. 2548, 369 N.E. 2d 1148 (1977), the Supreme Judicial Court considered the power of an arbitrator to award reinstatement to a tenured teacher who had not been reappointed to his additional, non-tenured position as Coordinator of Language Arts. The Court held that the school committee's failure to follow agreed upon reappointment procedures warranted the reinstatement award where the vacancy involved was a non-tenured supervisory position which had not been abolished. In upholding the award the Court rejected the school committee's contention that the reinstatement award infringed on its non-delegable, exclusive power to appoint teachers to supervisory positions.

The Supreme Judicial Court held a school teacher may arbitrate the school committee's decision to deny him a requested sabbatical leave. *School Committee of Southbridge v. Brown*, 78 A.S. 1688, 377 Mass. 935 (1978). Although the Court agreed with the school committee's argument that the decision to grant or deny the requested leave was within the school committee's discretion, the court nevertheless held that the procedures employed in denying the request were governed by the collective bargaining agreement. Thus the teacher was entitled to arbitrate the question whether the denial had been pursuant to fair and equitable procedures. The court suggested that ordinary arbitration clauses in public employee contracts will not be interpreted with a broad presumption of arbitrability.

In *Marlborough Firefighters, Local 1714 v. City of Marlborough*, 78 A.S. 1820 the Supreme Judicial Court held that an award, under the interest arbitration provisions of G.L. c. 150E S4, may be judicially enforced even though it was found to be partially invalid. The Court reasoned that where the bulk of the award was valid the invalid portion should be severed and enforcement of the remainder should be granted. In addition, the Court affirmed the Superior Court's ruling that interest on the monies owed by the city were properly assessed from the date of the award.

The Massachusetts Supreme Court refused to follow the U.S. Supreme Court's controversial pregnancy-benefits decision. In *Massachusetts Electric Co. v. Massachusetts Commission Against Discrimination*, 78 A.S. 1189, the

Supreme Judicial Court held that the exclusion of pregnancy related disabilities from a comprehensive disability plan constitutes unlawful sex discrimination in violation of G.L. c. 151B. The U.S. Supreme Court, in *General Electric Co. v. Gilbert*, 429 U.S. 125 (1976), had previously held that the exclusion of pregnancy disabilities did not violate Title VII of the Civil Rights Act of 1964, 42 U.S.C. SS 2000e – 2000e-15.

Commonwealth v. Noffke, 78 A.S. 2225, involved the application of criminal trespass laws to a labor organizer. The court, relying on the U.S. Supreme Court's decision in *Sears, Roebuck v. Carpenters*, 98 S. Ct. 1978), held that where a labor organizer has an opportunity to bring the employer before the NLRB on unfair labor practice charges but chooses not to do so, the state courts have jurisdiction to hear the matter in the context of a criminal trespass action. Jurisdiction of the state courts is preempted by the NLRB only if the question of whether the activity is arguably protected (or arguably prohibited) by S7 of the Act has been brought before the Board prior to the commencement of the state court action.



**STANDING
COMMITTEE
REPORTS**

REPORT OF COMMITTEE ON EDUCATION 1978

Members: Joseph P. O'Donnell, *Chairman*; John Casey, Ethel Fohrder, Richard Galoo, James Grande, Erika Pineault, Michael Tarallo and John A. Callahan, *Director*.

In compliance with the Constitution of the Massachusetts State Labor Council, AFL-CIO, your Chairman and Director have on occasion met informally to discuss Education Committee Programs.

On November 28, 1977, Meeting was called to order at 10:35 a.m. with Chairman O'Donnell presiding.

Scholarship Program:

Subject matter for scholarship essay discussed with Frank Meyers of the Regional AFL-CIO office participating with the members on the program. Request made of Barrett Sedley for Labor Law Reform material to be placed in the scholarship study kits together with other material from International Unions regarding the history of the Labor Movement. Motion was made and seconded. So Voted.

Harvard Trade Union Program:

Interviews to be held as scheduled.

Gompers-Murraray Educational Institute:

Formulation of plans for 1978 Seminar — Subject matter discussed with the following proposed speakers:

Rudolph Oswald, *Director, AFL-CIO, Economics & Research*

Allan Kistler, *AFL-CIO, Organization & Field Services*

Judge Joseph Feeney, *Workmen's Compensation*

Wm. H. McClennan, *Pres. Fire Fighters, Public Employees*

Other Matters:

Letters and credentials for the March 22, 1978. COPE Conference forwarded to all affiliates and all members of the COPE Committee.

Dates to Remember:

March 22, 1978
April 3, 1978
April 5, 1978
May 18-19, 1978

COPE CONFERENCE
HARVARD TRADE UNION INTERVIEWS
SCHOLARSHIP EXAMINATION
GOMPERS-MURRAY EDUCATIONAL INSTITUTE

Meeting adjourned at 12:10 p.m.

On January 13, 1978, meeting was called to order at 10:35 a.m. with Chairman O'Donnell presiding.

Scholarship Program:

Necessary information together with kits, post-cards being forwarded to all high schools in Massachusetts, the later part of January. Everything in readiness for examination to be held on April 5, 1978.

Harvard Trade Union Program:

Necessary letters and brochures to be mailed to all affiliates regarding interviews to be held on April 3, 1978.

Gompers-Murrury Educational Institute:

Additional panelists for the Seminar to include: Daniel J. Sullivan, *Reg. Rep., U.S. Secretary of Labor*; Donal White, *Dean of Graduate School, Boston College*; Joseph Kane, *Gen. Counsel to Dept. of Labor & Industries*; Jack Stamm *Economists, Babson College*.

There has been an increase in the package at the Treadway Motor Inn but conferees will be charged the same as last year. Franklin J. Murphy has been recommended for the Certificate of Merit Award, 1978. Motion made and seconded. So Voted.

Other Matters:

Additional communication to be sent out to all affiliates for the March 22, 1978, COPE Conference.

Meeting adjourned at 11:55 a.m.

On March 16, 1978, meeting held.

Scholarship Program:

All is in readiness for the High School Labor Scholarship Examination to be held in all participating high school through Massachusetts on Wednesday, April 5, 1978, with some \$32,000.00 in scholarships being awarded this year.

Harvard Trade Union Program:

Interviews for the Trade Union Program to be held on April 3, 1978, Monday, at the office, 6 Beacon St., Room 720, Boston, Mass. Time to be determined by the number of applicants.

Gompers-Murraray Educational Institute:

Gompers-Murraray Seminar to be held on May 18-19, 1978, at Treadway Inn in Chicopee, Mass., with final preparations being made. Co-operation of all in making this a success is greatly appreciated by the Committee. The charges will be the same — \$60.00 single occupancy and \$50.00 for double occupancy.

Other Matters:

Additional material mailed to all affiliates regarding COPE Area Conference to be held at the Sheraton-Boston Hotel, in the Grand Ballroom, Wednesday, March 22, 1978, at 9:30 a.m. with registration at 8:30 a.m. but not necessary that they register before time. Meeting of the COPE Committee to be held on March 21, 1978, at 9:00 a.m. at Sheraton-Boston Hotel, Boston, Mass., in the Independence Room. National COPE to invite ALL MEMBERS of the Central Labor Bodies and Council Members.

Dates to Remember:

March 21, 1978	COPE COMMITTEE MEETING
March 22, 1978	NATIONAL COPE AREA CONFERENCE
April 3, 1978	HARVARD TRADE UNION PROGRAM INTERVIEWS
April 5, 198	20TH ANNUAL SCHOLARSHIP AWARDS PROGRAM
May 18-19, 1978	GOMPERS-MURRAY EDUCATIONAL INSTITUTE



REPORT OF COMMITTEE ON ALCOHOLISM

We are now entering our fifth year as a standing committee of the Mass. State Labor Council, AFL-CIO. Each year since our inception in 1975, we have progressed steadily in growth as a strong force working in the field of alcoholism. Our committee has increased in number each year so that now we have a committee of twenty four people.

Our meetings are held monthly at the M.D.C. Hdgtrs, Auburndale, Mass.

Legislative wise we have kept on top of legislation at the State house affecting any bills which have an effect on our members who need progressive action in the field of alcoholism.

We are finally being recognized after four years by management and agencies in this field as an active force who are trying to protect our union brothers and sisters who are afflicted by this disease of alcoholism which not only effect our members but their families, jobs and our unions.

We have members of the committee who are labor representatives on many agencies and councils on alcoholism, these people are on these councils to protect our interest of labor people.

Perhaps the most gratifying aspect of the work the committee has put in this effort to combat this disease has been the success of our seminars held at Stonehill College during the past four years.

Without the dedicated and hard work of our committee, none of the success of this committee would be possible.

The committee would like to express its thanks to William J.P. Cleary, President of the Mass. State Labor Council, AFL-CIO for his full support and backing of this committee.

Also we would like to thank Secretary-Treasurer James P. Loughlin, Bert Farnham, Publicity Director and the staff of the Mass. State Labor Council for all their gracious help and support for the Committee on Alcoholism.

Fraternally yours,

Frank Broderick, *Chairman*
Richard Cirillo, *Secretary*

Members of Committee

William J.P. Cleary
Joseph Joyce
Pete Faherty
Richard Cirillo
Edward McNally
William F. Murphy
Don O'Shea
Myles McCarthy
Frank Sullivan
Arthur DePietro
Lawrence V. McCarthy
Don Duffy
Robert Smith
Joseph Savage
William McKenzie



REPORT OF COMMITTEE ON HOUSING

Members: Wm. J.P. Cleary, *Chairman*; John Cotter, John Damery, Carmine D'Olympio, Henry Khoury, Joseph Lydon, Nicholas Magliano, Charles Spillane, Antonio Svizzero, Michael Tarallo and John A. Callahan, *Director*.

Housing and Mortgage Credit

Five times in the past 22 years, contractions in the mortgage money supply and increases in mortgage interest rates have been followed by sharp declines in homebuilding and general economic slowdowns or recessions.

Conditions are developing in the mortgage money market that could well bring on the sixth steep decline in homebuilding since the Korean War. The result could be a general economic slowdown — at a time when the present recovery is already lagging.

On the other hand, increases in the housing supply and reductions in home mortgage interest rates would be valuable weapons in the fight against inflation.

In view of these facts, the President should authorize the Chairman of the Federal Reserve to use the powers of the Credit Control Act of 1969 and institute appropriate selective credit regulations, in order to fight inflation and hold down interest rates, so that the cycle of reductions in homebuilding, employment and general economic activity will not be repeated.

Additionally, the interest rate for HUD Section 235 homebuyers should be reduced from the current 4 percent to the 1 percent statutory minimum, thus enabling low-income families to buy homes. This would stimulate the production of tens of thousands of additional assisted homeownership units.

We also urge the Congress to:

1. Increase the fiscal 1979 authorization for low-income rental housing payments to support 100,000 more new units than requested in the HUD budget, of which 60,000 should be for public housing and 40,000 for housing assistance payments in private rental housing.

2. Approve the additional \$2 billion fiscal 1979 authority requested by the Administration for purchase of "tandem plan" home mortgages.

3. Increase the fiscal 1979 authorization for Farmers Home Administration moderate-income home loans to provide an additional 25,000 such loans.

4. Review future housing needs and establish new National Housing Goals to replace those that expire this year and require annual reports from the Administration identifying obstacles to achieving the goals and recommending measures to overcome such obstacles.

5. Disapprove any proposal to permit federally-chartered institutions to make variable rate or graduated payment mortgages which are more risky and

costly for homebuyers and which would add to inflationary pressures when the economy heats up.



MASSACHUSETTS STATE LABOR
COUNCIL, AFL-CIO

REPORT ON AUDIT

JUNE 30, 1978

M. G. SHERMAN & CO.

ACCOUNTANTS AND AUDITORS

18 TREMONT STREET

BOSTON, MASS. 02108

Massachusetts State Labor Council, AFL-CIO

Six Beacon Street

Boston, Massachusetts 02108

Gentlemen:

In accordance with your request, we have made an examination of the books and records and other documentary data of Massachusetts State Labor Council, AFL-CIO, for the year ended June 30, 1978. As a result of our examination, we submit the following exhibits:

EXHIBIT A — Balance Sheet

EXHIBIT B — Statement of Revenue Collected and Expenses Paid

SCHEDULE I - Statement of Membership

COMMENTS ON EXHIBIT A

Cash in banks and on hand — \$158,211.69

All entries for cash were checked against bank deposits and cancelled checks. The checking accounts were reconciled with the bank statements as of June 30, 1978, and were confirmed by direct correspondence with the bank. The savings account was compared to the pass book, the certificates of deposits were examined and all were confirmed by direct correspondence with the banks. The petty cash fund was reconciled.

The cash consisted of the following:

General Funds:

Petty cash	\$	25.00
Commonwealth Bank & Trust Company:		
General fund	\$72,675.51	
Year book	<u>5,567.53</u>	78,243.04
Provident Institution of Savings:		
Savings accounts	43,181.99	
Certificate of deposit		
due 4/11/83	<u>6,463.11</u>	49,645.10
Commonwealth Bank & Trust Company:		
Certificate of deposit		
due 10/18/79	<u>1,396.41</u>	
Total general funds		<u>\$129,309.55</u>

Restricted funds:

Commonwealth Bank & Trust Company:		
Benefit plan	1,026.72	
Voter registration fund	16,643.90	
Provident Institution for Savings:		
Voter registration		
fund	<u>11,231.51</u>	
		28,902.14
Total cash		<u>\$158,211.69</u>

The voter registration fund is restricted and may be used for political, educational and administrative expenses within the provisions of state and

federal laws.

Dues receivable — \$26,236.83

This item represents unpaid per capita dues at June 30, 1978 and includes \$2,018.22 for C.O.P.E. As collections are made, the dues allocable to C.O.P.E. are transferred to a C.O.P.E. restricted cash account. None of the receivables were verified by correspondence with member organizations.

Account payable — \$40,043.50

This item represents unpaid liabilities at June 30, 1978, and consisted of the following:

Scholarship and education awards	\$ 4,144.00
Employee benefits — pension and retirement	32,000.00
Dues allocable to C.O.P.E. included in general funds	2,374.30
Miscellaneous expenses	<u>1,525.20</u>
Total	<u>\$40,043.50</u>

All the above are current and we have been informed that all liabilities of consequence have been included.

Payroll withholdings — \$1,173.78

This item represents taxes withheld from employees and not yet remitted.

Taxes payable — \$2,410.03

This item represents unpaid taxes as follows:

Social security tax	\$ 146.09
Federal unemployment tax	45.29
Mass. unemployment tax	168.18
Federal income tax (1977 year book)	<u>2,050.47</u>
	<u>\$ 2,410.03</u>

Deferred credits — \$10,118.53

This item represents income deferred to the next fiscal year. The receipts for the 1978 year book which has not yet been printed amounted to \$33,726.75 and corresponding expenses to \$23,608.22

GENERAL COMMENTS

Our examination was limited to the accounting records of the Council, by methods, and to the extent we deemed appropriate and did not include examination of the accounting records of member organizations to ascertain whether proper dues payment had been made based on eligible membership. While a review of the accounting procedures and system have been made, we did not make a detailed audit of the transactions.

In our opinion, the accompanying balance sheet at June 30, 1978, and the statement of revenue collected and expenses paid for the fiscal year then ended, and related schedules, present fairly the financial position of the Massachusetts

State Labor Council , AFL-CIO at June 30, 1978, and the results of its operation for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the previous year.

Certified Public Accountants

Boston, Massachusetts
August 23, 1978

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

BALANCE SHEET — JUNE 30, 1978

ASSETS

Current assets:

Cash in banks and on hand	\$ 27,875.42	\$130,336.27	\$158,211.69
Dues receivable	2,018.22	24,218.61	26,236.83
Deposits	<u> </u>	<u>425.00</u>	<u>425.00</u>

Total assets	\$ <u>29,893.64</u>	<u>\$154,979.88</u>	<u>\$184,873.52</u>
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LIABILITIES AND NET WORTH

Liabilities:

Accounts payable	\$ 4,212.10	\$ 35,831.40	\$ 40,043.50
Payroll withholdings		1,173.78	1,173.78
Taxes payable	<u> </u>	<u>2,410.03</u>	<u>2,410.03</u>

Total liabilities	4,212.10	39,415.21	43,627.31
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Deferred credits:	1,534.02	127.84	1,661.86
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Dues paid in advance			
1978 year book advertising (net after expenses)		10,118.53	10,118.53

Net worth	<u>24,147.52</u>	<u>105,318.30</u>	<u>129,465.82</u>
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Total liabilities and net worth	\$ <u>29,893.64</u>	<u>\$154,979.88</u>	<u>\$184,873.52</u>
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MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

Statement of Revenue Collected and Expenses Paid
for the Fiscal Year Ended June 30, 1978

	C.O.P.E. Funds	General Funds	Total
Revenue collected:			
Per capita tax	\$ 27,335.37	\$343,147.47	\$370,482.84
Alcoholism seminar		3,430.00	3,430.00
Gompers-Murray Educational Institute	12,031.96		12,031.96
Interest	1,215.32	5,949.97	7,165.29
1977 year book advertising . .		17,127.69	17,127.69
Voter registration	1,110.00		1,110.00
Total income	41,692.65	369,655.13	411,347.78
Expenses:			
Alcoholism seminar expenses . .		2,412.81	2,412.81
Bond expense		787.50	787.50
Christmas gifts and expenses . .		3,026.95	3,026.95
C.O.P.E. election travel and other expenses	40,607.74		40,607.74
1977 convention expense (schedule).		32,352.33	32,352.33
Donations		4,792.00	4,792.00
Dues		219.00	219.00
Employer benefits (schedule) . .		43,910.36	43,910.36
Executive council and expense . .		10,538.53	10,538.53
Flowers		739.41	739.41
Gompers-Murray Educational Institute		1,260.00	1,260.00
Handicapp awards		650.00	650.00
Insurance		729.00	729.00
Interest		125.52	125.52
Labor Day expenses		106.75	106.75
Messenger expense		292.07	292.07
Miscellaneous expense		166.24	166.24
National convention expense . .		4,148.00	4,148.00
Newsletter expense		2,999.57	2,999.57
Office expense		1,966.82	1,966.82
Office supplies		5,124.91	5,124.91
Outside labor		4,264.85	4,264.85
Postage		5,256.13	5,256.13
Printing and stationery		4,124.83	4,124.83
Professional services		9,280.00	9,280.00
Rent and light		16,509.92	16,509.92
Salaries:			
Secretary-treasurer		27,100.20	27,100.20

C.O.P.E. director	25,496.00	25,496.00
Legislative director	23,839.80	23,839.80
Public relations director	24,734.04	24,734.04
Liaison officer	3,000.00	3,000.00
Clerical	35,728.00	35,728.00
Senior Citizen convention	766.96	766.96
Strike fund	3,100.00	3,100.00
Subscriptions	140.00	140.00
Taxes — payroll	8,466.33	8,466.33
Taxes — other	632.25	632.25
Telephone	6,651.76	6,651.76
Tickets	5,123.50	5,123.50
Travel and other expenses:		
President	2,601.76	2,601.76
Executive vice-president	1,185.94	1,185.94
Secretary-treasurer	4,495.42	4,495.42
Legislative department	3,933.03	3,933.03
Liaison officer	1,480.05	1,480.05
Public relations director	5,757.25	5,757.25
Workmen's compensation booklet.	87.10	87.10
Total expenses \$ 40,607.74	340,102.89	380,710.63
Excess revenue over expenses 1,084.91	29,552.24	30,637.15
Net worth — July 1, 1977 23,062.61	75,766.06	98,828.67
Net worth — June 30, 1978 \$ 24,147.52	\$105,318.30	\$129,465.82

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

Statement of Membership
for the Fiscal Year Ended June 30, 1978

Affiliated organizations — June 1, 1977	697
Add: affiliated organizations accepted during year	<u>.53</u>
	750
Deduct: affiliated organizations lost during year (by mergers, withdrawals, suspension, etc.)	<u>.75</u>
Affiliated organizations — June 30, 1978	<u><u>675</u></u>

Schedules
for the Fiscal Year Ended June 30, 1978

1977 Year Book

Income:

Advertising receipts	\$ 65,040.50
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Expenses:

Commissions and materials	\$ 45,862.34	
Federal income tax	<u>2,050.47</u>	<u>47,912.81</u>
		\$ <u><u>17,127.69</u></u>

1977 Convention

Income:

	\$ 10,710.00
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Registration fees	
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Expenses:

Hotel rooms, meals, gratuities, etc..	\$ 23,705.12	
Badges and plaques	6,540.28	
Signs and printing	3,583.40	
Entertainment	1,575.00	
Security	576.00	
Miscellaneous	6,914.38	
Maintenance	<u>168.15</u>	<u>43,062.33</u>
		\$ <u><u>32,352.33</u></u>

Employee Benefits

Pension	\$ 32,000.00
Blue Cross/Blue Shield	9,566.09
Life Insurance	2,157.97
Medical Insurance — Social Security	<u>186.30</u>

	\$ <u><u>43,910.36</u></u>
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Professional Services

Legal	\$ 4,472.00
Audit	2,700.00
Actuarial	<u>2,108.00</u>

\$ 9,280.00

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